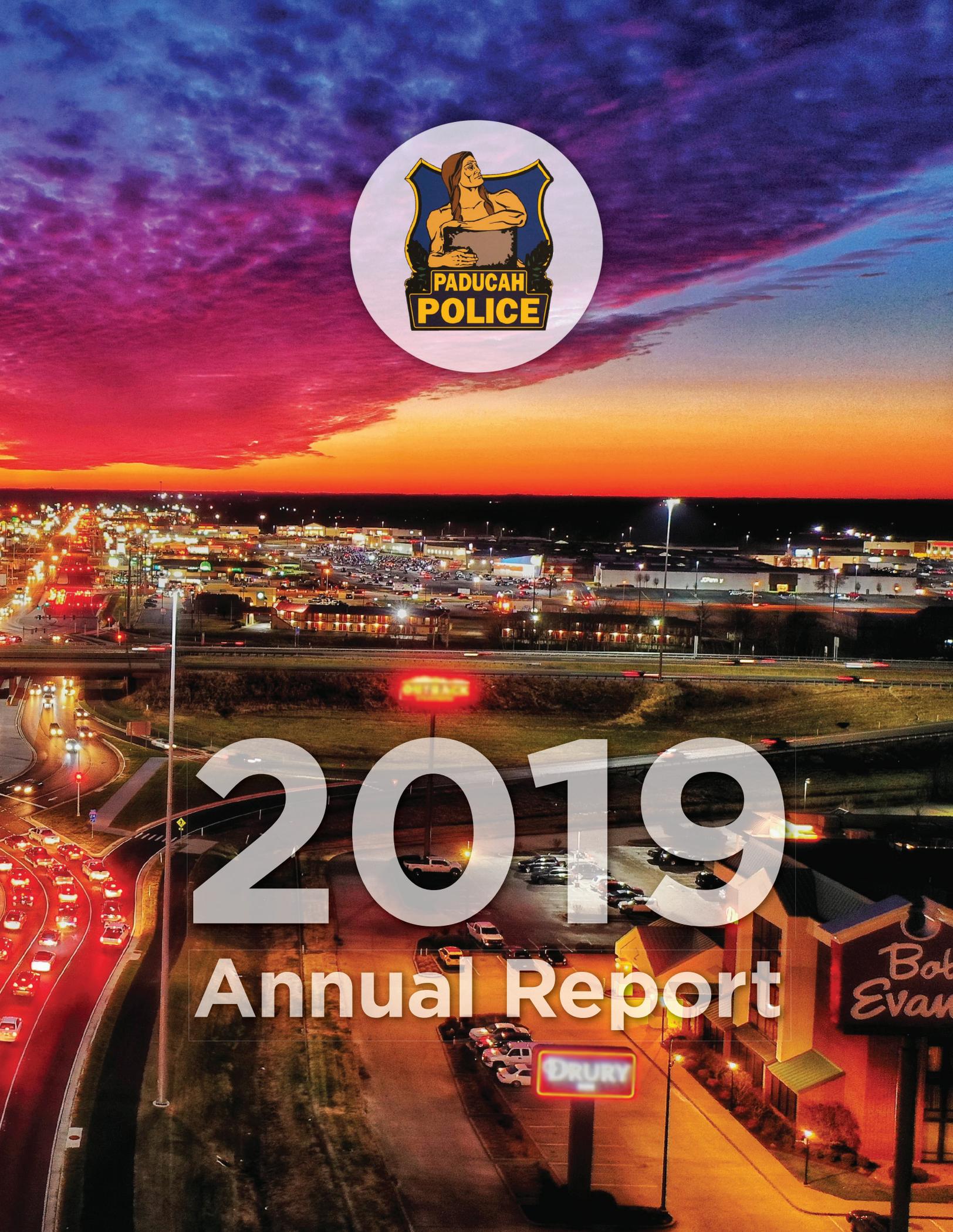




# 2019

## Annual Report





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*Thank you to Vikas Patel for providing the photograph used on the cover.*

## **MAYOR & CITY COMMISSIONERS**

Mayor Brandi Harless • City Manager James Arndt • Mayor Pro Tem Richard Abraham  
Commissioner Gerald Watkins • Commissioner Sandra Wilson • Commissioner Brenda McElroy

# *A Message from* **CHIEF BRIAN LAIRD**

To the citizens of Paducah,

First of all, I want to thank you for taking the time to learn more about your police department. We strive to build strong, working relationships with our community to create a safe environment for everyone to enjoy. A key component to those relationships is transparency, and one of the reasons we have produced an annual report for nearly 40 years. This past year was very successful, with development of new programs and several initiatives designed to increase our productivity and overall efficiency.

The year began with many people wondering what the future and direction may hold with a new leader for the department. As I began my new role as Chief, there were several things I had planned for the year; some were accomplished and some not. The most important thing I did was to listen more than I talked and focus on building strong relationships, both internally and externally. What I heard from our officers was their strong desire to serve our community the best they possibly can. Likewise, members of the community and our external partners displayed a willingness to help us anyway they possibly could.

We were able to accomplish many of the goals set for the year. Emphasis was placed on being more efficient with our resources, which was achieved through the implementation of 10-hour shifts within our Operations Division. Developing a 10-hour shift model that benefited the community and the agency was a top priority. It had been asked for by the officers and discussed within the agency for many years. We made it happen in 2019 and it has proven to be effective, along with being well-liked by the officers.

Community engagement continues to be a high priority for the Paducah Police Department. Our officers focus



on having positive interactions on a daily basis. A new youth interaction program was implemented at Paducah Middle School allowing officers the opportunity to build relationships with students and teachers. You will see many examples of officer-led community policing initiatives throughout this report. These ideas and initiatives are creative, effective and often utilized by other law enforcement agencies. If you do not already, please follow us on Facebook and Twitter to keep up with what is going on with your police department.

There is a lot going on in our community. I want you to know that

the Paducah Police Department is committed to providing the highest quality of service to our citizens. We will continue to do this by working with our community partners, utilizing technology and listening to our most valuable resource--our employees.

Thanks again for taking a look at our annual report. I hope you see the how much effort and hard work was put forth by your police department in 2019. Please feel free to contact me with any questions, concerns or compliments. [blaird@paducahky.gov](mailto:blaird@paducahky.gov)

*Brian Laird*, CHIEF OF POLICE

# POLICE FOUNDATION

**Chair** Erica Harrison  
**Vice-Chair** Gary Reese  
**Treasurer** April Wolfrom  
**Secretary** Shannon Livingston

## Directors

Jim Garrett Penrod Cappock  
Whitney Denson Tony Miliano  
Joe Frampton Tyler Kennady  
David Riley Brandon Barnhill

Now in its fifth year, the Police Foundation continues to make a positive impact on the police department. This public-private partnership continues to focus on its core principles of: Community partnerships, public safety improvements, and employee development.

In early 2019, the foundation board decided to set a much larger fundraising goal than in previous years. Chief Brian Laird presented an idea for the board to consider purchasing an interactive training simulator for the department. The board readily accepted the challenge and began planning a large fundraising event with a goal to raise \$100,000.

In September, the “Back the Blue” fundraiser was held. More than 150 people spent the evening enjoying a wonderful progressive dinner experience while getting an up-close look at some of the items our SWAT team uses along with a K-9 demonstration. A few folks even tried on a SWAT vest and helmet. The evening concluded with an on-site demonstration of a training simulator. Attendees were able to see an officer going through realistic police scenarios, making split second life or death decisions. The event was a huge success.

Through many corporate and individual donations, the



foundation surpassed its goal of \$100,000! Arrangements are being made to purchase a training simulator and it should be operational by Spring 2020.

The Police Foundation also

continued to provide funding for the Cultural Leadership Academy. This year’s academy marked the 4th year for the program, which now has more than 25 graduates.

The foundation board, along with Chief Laird, wish to thank everyone for supporting the mission of the Police Foundation. If you would like more information about the Police Foundation and their event, just follow their Facebook page - Police Foundation of Paducah-McCracken County.



# OUR VETERANS

Our veterans are proud to have served their country before coming home to serve their community as law enforcement officers. Some of them are still serving in the National Guard or Reserves.

We currently have **23 veterans** here at the department.

- |   |   |
|---|---|
| Captain <b>Joe Hayes</b> , Marine Corps, 1996-2002          | Officer <b>Danny Kimball</b> , Army National Guard, 1995-Present    |
| Captain <b>Wes Orazine</b> , Marine Corps, 1994-2001        | Detective <b>Kevin Wilson</b> , Air Force, 1992-2013                |
| Captain <b>Chris Baxter</b> , Navy, 2000-2005               | Officer <b>Eric Abbott</b> , Army, 2008-Present                     |
| Sergeant <b>Troy Turner</b> , Navy, 1993-1995               | Officer <b>Will Hendrickson</b> , Army National Guard, 2005-Present |
| Sergeant <b>Nathan Antonites</b> , Army Reserves, 2005-2012 | Officer <b>Luke Fraley</b> , Navy, 2016-Present                     |
| Sergeant <b>Matt Hopp</b> , Navy, 2002-2006                 | Officer <b>Matt Strohmeier</b> , Army National Guard, 2012-Present  |
| Officer <b>Paul Stevenson</b> , Army, 1988-Present          | Officer <b>Codey Strong</b> , Army, 2010-2016                       |
| Officer <b>Travis Counts</b> , Navy, 1993-2001              | Officer <b>Brandon Jones</b> , Marine Corps, 2012-2016              |
| Officer <b>Keith Thuline</b> , Army, 1985-2008              | Officer <b>Adam Brown</b> , Army, 2007-Present                      |
| Detective <b>Blake Quinn</b> , Army, 2001-2009              | Officer <b>Matt York</b> , Army Reserve, 2007-2015                  |
| Officer <b>A.J. Parrish</b> , Army Reserves, 2011-2018      |   |
| Officer <b>Matt Jones</b> , Navy, 2002-2006                 |   |
| Officer <b>Lucas Stone</b> , Air Force, 2006-2012           |   |

## RECRUITING MILITARY PERSONNEL

We are always interested in recruiting people who have military experience. If you are (or know of) someone who is close to separating from full-time military service and interested in policing, contact our recruiting team at: [ppdrecruiting@paducahky.gov](mailto:ppdrecruiting@paducahky.gov).

We make every effort to provide special test dates/times to accommodate those military personnel who may not otherwise be able to test with us. These arrangements are made on a case by case basis. If you find yourself in this situation, please let us know and we will try to make arrangements so you can meet our testing obligations.



Brian Laird



Anthony Copeland



Justin Crowell



Joseph Hayes



Matthew Smith



Wesley Orazine



Christopher Baxter



Troy Turner



Christopher Bolton



Nathan Antonites



Shawn Craven



Justin Hodges



Travis Watson



Matthew Hopp



Matthew Scheer



Steve Thompson



Paul Stevenson



Matthew Wentworth



Travis Counts



Jason Montgomery



Justin Canup



Gretchen Morgan



Dana Davie



James Robbins



Jarrett Woodruff



Corey Willenborg



Joshua Bryant



Beau Green



Nathan Jaimet



Jason Hicks



Christopher Fearon



Keith Thuline



Kevin Collins



Derik Perry



Blake Quinn



Nickolas Francescon



Eric Taylor



Andrew Parrish



Matthew Jones



Chelsee Breakfield



Lucas Stone



Cody Santel



Daniel Kimball



Ryan Hudson



Kevin Wilson



Danny Slack



Zane White



Eric Abbott



Jordan Murphy



Cassandra Skinner



William Hendrickson



Alex Liebenrood



Luke Fraley



Jason Armstrong



Matthew Strohmeier



Codey Strong



Cameron Thomason



Brandon Jones



Benjamin Anthony



Tyler Bradley



Adam Brown



Tyson Riley



Logan Barrow



Pedro Loreda Jr.



Matthew York



Carlos Kerley, Jr.



Casey Steenbergen



Jon Michael Wentworth



Robin Newberry



Vicki Miller



Amy Travis



Kimberly Newlon



Amanda Kinser



Jon Boulton



Meredith Barkley



Mary Farrell



Sabrina Miller



# PADUCAH POLICE DEPARTMENT 2019

# EMPLOYEE OF THE YEAR



Each year, the Chief of Police has the difficult task of selecting one employee nominated by his or her peers, whose performance of duties rose above all others during the previous year. For 2019, that employee was Officer William Hendrickson.

Officer Hendrickson is a relatively young officer, having served with the Paducah Police Department since August 3, 2017. He was nominated by Officer Adam Brown.

In his nomination, Officer Brown said, “As a patrolman, I do not get the benefit of observing the hard work of administration. I generally just reap the benefit. What I see is primarily the day in and day out grind of the brunt work of policing. I see how effective patrolmen handle calls for service, how they deal with stress on those calls, and the way they demonstrate leadership.”

“In 2019, I witnessed and listened to Officer William Hendrickson on numerous occasions demonstrate veteran officer skills even though he has but only a few years on the force. He constantly monitors his radio and the system we utilize to display the calls for service, which generally leads to a hasty call response with great knowledge of the situation.”

Officer Hendrickson was awarded the 2019 Governor’s Impaired Driving Award with 16 DUI arrests.

“He has saved lives this year,” Officer Brown said. “We know Officer Hendrickson to be an intelligent and extremely active officer. Anyone would agree that the Employee of the Year should awarded to the hardest working employee that genuinely brings value to the department.”

During 2019, Officer Hendrickson compiled some impressive statistics for his first full year of service. He recorded 1,391 calls for service; 1,034 of those calls were self-initiated. He had 479 traffic stops and a total of 213 citations. Of those, 158 were traffic citations, 54 were criminal citations and one was a juvenile citation.

Officer Hendrickson had 112 arrests – 34 of them traffic arrests, 36 criminal arrests and 42 warrant arrests.

For his hard work and demonstration of leadership, dedication and compassion, Officer Hendrickson was chosen as the Paducah Police Department’s 2019 Employee of the Year.

## AWARDS

### Civilian Service Awards

- Ryan Johnston
- Gary Schaaf
- Samantha Cothran
- Marian Abell
- Chaplain Kempton Baldrige
- Amanda & Josh Esper
- Cheryl & Rodger Harrison
- Lucy & Tony Milliano
- Joe Frampton
- April Wolfrom

### Safe Driving Awards 5-Year

- Sgt. Matthew Hopp
- Sgt. Steven Thompson
- Officer Jason Montgomery
- Det. Nathan Jaimet
- Det. Blake Quinn
- Officer Matthew Jones

### Safe Driving Awards 10-Year

- Capt. Wesley Orazine
- Capt. Christopher Baxter
- Sgt. Christopher Bolton
- Sgt. Shawn Craven
- Sgt. William Hodges
- Sgt. Matthew Scheer
- Officer Travis Counts
- Officer Dana Davie
- Det. Jason Hicks
- Officer Christopher Fearon
- Officer Keith Thuline
- Officer Derik Perry

### Safe Driving Awards 15-Year

- Sgt. Troy Turner
- Chief Brian Laird

### Administrative Awards

- Capt. Joseph Hayes (1st)

### Service Commendations

- Officer Zane White (1st)
- Officer Codey Strong (2nd)
- Officer Brandon Jones (1st)
- Officer Joshua Bryant (3rd)
- Capt. Wesley Orazine (5th)
- Capt. Christopher Baxter (3rd)
- Sgt. Shawn Craven (3rd)
- Sgt. Matt Scheer (5th)
- Det. Corey Willenborg (6th)
- Det. Beau Green (4th)
- Det. Nathan Jaimet (5th)
- Officer Daniel Kimball (2nd)
- Det. Jordan Murphy (1st)
- Officer Adam Brown (2nd)
- Sgt. Matthew Hopp (2nd)

### Chief’s Awards

- Officer Travis Counts (1st)
- Capt. Wesley Orazine (1st)
- Officer Joshua Bryant (1st)
- Officer Eric Taylor (1st)
- Detective Kevin Wilson (1st)
- Officer Cassandra Skinner (1st)
- Officer Jason Armstrong (1st)

### Lifesaving Awards

- Sgt. Steven Thompson (2nd)
- Officer William Hendrickson (2nd)
- Officer Cameron Thomason (1st)
- Officer Carlos Kerley Jr. (1st)

### Meritorious Service Award

- Officer Andrew J. Parrish

# SPECIAL RECOGNITION

The department achieved accreditation through the **Kentucky Association of Chief of Police** for the fourth time.

**Capt. Justin Crowell** was promoted to Assistant Chief of Police, effective June 6, 2019

**Officer Matthew Scheer** was promoted to Sergeant, effective July 4, 2019

Seven officers graduated from the **Cultural Leadership Academy**: Sgt. Troy Turner, Officer William Hendrickson, Officer Matthew Strohmeier, Det. Jason Hicks, Officer Tyson Riley, Det. Blake Quinn and Officer Zane White

Telecommunicator **Allie Tatman** was promoted to supervisor.

Telecommunicator **Amber Spears** was promoted to supervisor.

**Officer Keith Thuline** received the Governor's Award for Occupant Protection Enforcement

**Officer Steven Thompson** was promoted to Sergeant, effective Oct. 24, 2019

Records Manager **Amy Travis** and Evidence Technicians **Amanda Fooshee** and **Meridith Barkley** received certification as Property and Evidence Technicians

**Assistant Chief Justin Crowell** was graduated from the FBI's National Academy on June 7, 2019

**Vicki Miller** was promoted from Records Clerk I to Records Clerk II on Dec. 2, 2019

**Officer William Hendrickson** received the Governor's Award for Impaired Driving Enforcement

**Capt. Christopher Baxter** was graduated from the Department of Criminal Justice Training's Criminal Justice Executive Development course on Dec. 13, 2019

**Det. Nathan Jaimet** completed the lengthy training and licensing process as a Certified Polygraph Operator

**Sgt. Travis Watson** donned his Santa hat and red long johns and brought back the Paducah Police Department's wildly popular Elf on a Shelf

# PROMOTIONS



**Justin Crowell** was promoted to Assistant Chief in June 2019. He rose through the ranks from patrol officer, detective, sergeant, captain, and now assistant chief. Assistant Chief Crowell has served in both the Operations Division and Support Services. He is currently over the Support Services Division.



**Matthew Scheer** was promoted to Sergeant in July 2019. Prior to his promotion, Sgt. Scheer was a detective in the Criminal Investigations Division. Sgt. Scheer is a driving instructor, and a member of the honor guard. He is currently serving on the 3rd shift platoon in the Operations Division.



**Steve Thompson** was promoted to Sergeant in October 2019. Prior to his promotion he worked as a patrol officer and police training officer on 2nd platoon. Sgt. Thompson also serves as a driving instructor for the department. Sgt. Thompson is currently assigned to 3rd shift platoon in the Operations Division.

# RETIREMENTS



**Officer Scotty Davis** began his career with the department October 2000. Officer Davis began his career in the Operations Division and served as a police training officer. Officer Davis was an instructor for the department for driving, CPR, and active shooter. He finished his career as the training officer for the department.



**Records Clerk Lourdes Morrision** began her career with the department September 2001. Lourdes began her career as a Patrol Clerk then transferred into the Records Division. Lourdes is a veteran of the U.S. Navy.

# OPERATIONS DIVISION

## What do we do?

The primary role of the Paducah Police Department's Operations Division is to provide the community with 24-hour, 365-days-a-year service.

Patrol

Bomb

SWAT

CPA

DARE

ART

K-9

JRPCA

Special Events

Community Outreach

## What is the service we provide?

Operations officers respond to calls for service from citizens, perform proactive enforcement such as traffic stops, serve arrest warrants, investigate collisions and crimes, as well as address issues that may cause harm and disorder. Engaging the community, providing a police presence in school zones, business and neighborhood walk-throughs and special event security – these are all tasks that Operations Division officers complete.

## Officer-Initiated Community Engagement Contacts

2018	2019	Increase of
5,047	6,334	+24.5%



Although the primary role of Operations officers is to respond to the needs of the community while addressing crime and harm issues, many of the officers have taken on additional tasks.

Officers request assignment to, or volunteer with, the K-9 Unit; Special Weapons and Tactics Team (SWAT); Crisis Negotiation Team; Bomb Squad; Accident Reconstruction Team; Honor Guard; Citizens' Police Academy; Volunteers in Police Service; D.A.R.E.; Law Enforcement Explorer Post 111; the Junior Citizens' Police Academy youth interaction program; Training Unit; Police Training Officer program; Community Outreach; Special Events Security; and the Fleet Program.

You may look at this list of services and teams that Operations Division officers are involved in, and wonder how it is all accomplished. It is through the commitment and passion of the officers of the Paducah Police Department. Each of these programs and teams is comprised of officers whose primary job is to respond to calls, investigate crimes and address societal issues. That means the special units, teams and programs that officers assist with are additional work that the officers volunteer to do beyond their primary assignments.

## Total Calls for Service

2018	2019	Increase of
45,682	51,284	+11%



Jarrett Woodruff

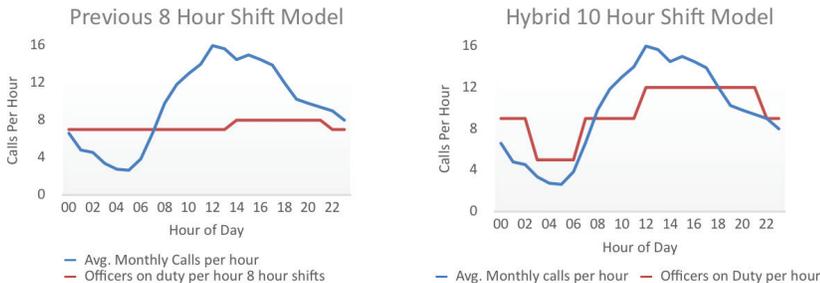
Officer Jarrett Woodruff is a great example of this sort of dedication. Not only is he a senior officer in the Operations Division but he also is a D.A.R.E. instructor, a sniper on the SWAT team, a departmental instructor and a Police Training Officer.

As stated before, the main responsibility of the Operations Division is to respond to calls for assistance from the public. These calls vary in type and severity across any 24-hour period. The one constant for all the calls we respond to is that they are important to the caller and to the officers responding.

Starting at the end of 2018, the Operations Division took a hard look at how efficient we were at responding to the needs of the public. For many years the division had operated with three eight-hour shifts of officers covering a 24-hour period. The shifts were staffed with relatively close to the same number of officers. This means that on average, there have been seven officers working from 6 a.m. to 2 p.m., eight officers working from 2-10 p.m. and seven officers working from 10 p.m. to 6 a.m.

When analyzing the number of calls we receive per hour, it can be quickly seen that calls from the public increase and decrease throughout the day in a very predictable pattern. It also became evident that the numbers of officers working each hour of the day did not match the increases and decreases in call volume. With this knowledge, and with public and officer safety goals in mind, a hybrid shift model was developed.

The new shift model uses both 8 and 10-hour shifts, with a majority of officers working on a 10-hour shift. These overlapping, interdependent shifts placed more officers on the street when there are more calls from the public and fewer officers on the street when they are not needed. Not only has this given the public more access to officers when they need them the most, but it also has reduced the time the public has to wait for an officer to arrive by an average of two minutes.



## A 19 Year Perspective



Matthew Wentworth

*“Most people probably think about a police officer from an enforcement side and indeed this is a huge part of their job*

*description, but some of the best memories an officer may have is from encounters when they have helped people in need. Officers are out on the streets and inside homes in your community every day. Officers often encounter people who are hungry, broken, and seemingly out of options. Thanks to our community partnerships, the officers can often point people to community organizations and local churches to help meet their needs. Although not often talked about, I know many officers who personally sacrifice their time and money to meet the needs of individuals as well as families within their community. This becomes their ministry to the community. I’m reminded of this proverb: “Whoever oppresses the poor shows contempt for their Maker, but whoever is kind to the needy honors God.” Proverbs 14:31”*

**Officer Response Time Decreased by 2+ minutes**



Dana Davie

## Serving the Community We Live In

*We get into police work to be a positive impact on society. Policing in the city from which you’re from allows you the unique opportunity to be seen beyond the badge but as a family member, friend, or even an old classmate. It sometimes gets personal. You don’t want to let them down. But when you get it right, you build partnerships and trust and that’s a good feeling!*

# CRIME REPORT

- Officers Completed 1,143 Warrant Attempt Calls, 7,504 Traffic Stops, 6,334 COP Calls, 4,112 Follow-up Calls.
- By the end of 2019, we saw a 14% reduction in violent crime (from 113 to 97 incidents) a 15.5% reduction in burglaries and 24.5% reduction in auto thefts from 2018.

Each year, the Paducah Police Department reports the City's crime numbers to the FBI, as do almost all modern police agencies. These numbers are broken down into Part I and Part II crimes. Part I crimes are violent crimes – felonies. Part II crimes are generally misdemeanor and lesser crimes. Of Paducah's reported crimes in 2019, 1,343 are classified as Part I offenses. Ninety-seven fall into the "violent" category and 1,292 fall into the "property crime" category. Eight were arson incidents. There were 2,863 other offenses reported that fell into the less serious Part II offense categories.

Overall, 2019 crime numbers remained consistent with 2018, with a total of 3295 crimes reported in 2019.

## PART 1 CRIME REPORT

	2018	2019	Change
Murder	4	1	-3
Rape	23	23	0
Robbery	24	24	0
Aggravated Assault	52	41	-11
Burglary	139	117	-22
Larceny-Theft	993	1,065	+69
Auto Theft	85	64	-21
Arson	10	8	-2

## PART 2 CRIME REPORT

	2018	2019	Change
Simple Assault	561	624	+63
Forgery	64	50	-14
Fraud	251	240	-11
Criminal Mischief	346	329	-17
Sex Offenses	55	55	0
Drug Violations	735	739	+4

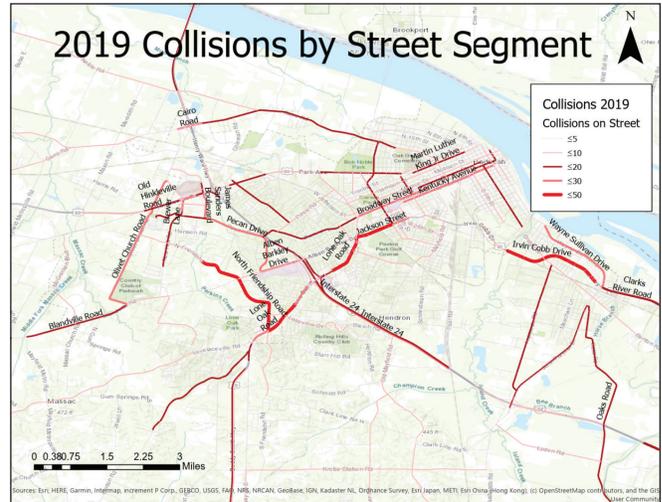
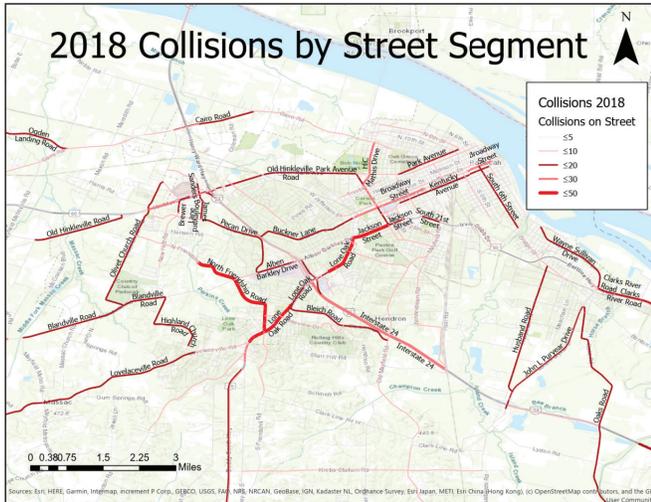
During 2019, the Paducah Police Department continued with a community-focused, problem-oriented approach to dealing with crime. That means that as an agency, we focus on building relationships in the community and through those relationships, we identify the crime and disorders that need to be addressed. Crime and disorder issues cannot be solved by law enforcement working alone. We can only be successful in improving the quality of life for the citizens of Paducah and reducing crime and harm through partnerships and the support of the community.

Throughout 2019, officers worked diligently to address thefts from vehicles and thefts of vehicles. It was quickly determined that almost all of these incidents were crimes of opportunity. Owners were found to have left the vehicles unlocked, with firearms and valuables left in plain view. This provided an easy opportunity for a would be thief to capitalize on the situation.

To combat these thefts and other crimes, officers took a proactive approach by conducting neighborhood walk-throughs, business checks and traffic stops in the affected areas and an increased emphasis on investigative follow-ups. Although we saw a reduction in the number of thefts from autos (96 in 2018 to 90 in 2019), there was an increase in the number of firearms stolen, from 30 in 2018 to 42 in 2019.

The Paducah Police Department continues to seek the assistance of the public in addressing this problem, asking citizens to lock their vehicles and place any valuables out of sight. With help from the public and a proactive policing approach, we will be successful in addressing this and other problems in the city of Paducah.

# COLLISIONS



When someone uses the term “car accident” they are usually referring to vehicles that “accidentally” strike each other. Although it holds true that drivers almost never intend to hit another vehicle, there are usually factors that contribute to a collision occurring. In the city of Paducah, inattention on the part of one of the involved parties continues to be a leading contributing factor.

Overall the city saw an increase in collisions from 2018 to 2019 – from 1850 to 1945. Breaking down the collisions across the city shows there were reductions, or no increases, at 19 of the 29 major intersections.

There were several major roadway construction projects conducted throughout 2019. Two of the largest projects to be completed were the roadway redesigns on Hinkleville Road at Interstate 24, and H.C. Mathis Drive between Park Avenue and Jefferson Street.

These projects and others brought about a shift in travel patterns due to detours and other traffic re-direction. Several of the areas seeing the greatest collision increases were part of the shift in the travel pattern.

Officers continued in 2019 to focus on high collision areas with traffic enforcement and driver education, and will persist in doing so in 2020.

Top Streets by Collision	
US 60	455
US 45	259
US 45 BUS	118
James Sanders Boulevard	116
New Holt Road	97
US 60 BUS	92
Broadway	91
Jefferson Street	70
Cairo Road	62
Alben Barkley Drive	51
US 62	47
I24 East	46
Wayne Sullivan Drive	44
Olivet Church Road	42
I24 West	37
21 <sup>st</sup> Street	36
Buckner Lane	35
Pecan Drive	33
N. 27 <sup>th</sup> Street	33
H.C. Mathis Drive	32





# SUPPORT SERVICES DIVISION

The Support Services Division serves the City by performing police work that supports backbone of the Department-- the Operations Division. The Division is under the command of Assistant Chief Justin Crowell and reports directly to Captain Matt Smith. It is comprised of three separate units: the Records and Evidence Unit, the General Investigations Unit, and the Drug Unit.

The Records and Evidence Unit, led by Records Manager Amy Travis, are often the first members of our team that you interact with when you come through the doors of the Police Department or call in with a question. They are responsible for the management and storage of paperwork, case files, digital recordings, and evidence obtained in the field by officers and detectives and the fulfillment of Open Records Requests.

The Records unit said goodbye this year to Lourdes Morrison, who retired from the police department with over 16 years of service. While her loss was truly felt within the unit, we were happy to bring along two new members to the team late in 2019: Sabrina Miller and Mary Farrell. In all, the unit fulfilled more than 2000 Open Records Requests from the public for the year.

Evidence Technicians Amanda Kinser and Meredith Barkley administered the storage and disposal of evidence for the year, managing over 11,000 items of evidence. Of special note, both Amanda and Meredith, along with Records Manager Travis, became certified Evidence Techs through the International Association of Property and Evidence (IAPE).

The General Investigations Unit, led by Sgt, Justin Hodges, is charged with investigating major crimes against persons and property. These crimes often require extensive follow-up and documentation to reach a successful resolution. The General investigations Unit has one Sergeant and five detectives. In 2019, the unit worked over 315 cases ranging from murder, to burglary and theft, achieving an impressive 71% clearance rate. Detectives in this unit received specialized training in investigative techniques, evidence collection and crime scene processing, and technology.

The Drug Unit, led by Sgt. Shawn Craven, serves the city by focusing their efforts on combatting drug-related problems

in our community. The Unit was staffed in 2019 with one sergeant and three detectives. The Unit worked over 154 cases in 2019 which resulted in charging 185 individuals.

While enforcement is a major component of the Drug Unit's activities, an emphasis is also placed on community awareness, education and prevention. Detectives participated in the Drug Enforcement Agency's (DEA) National Drug Takeback events in the Spring and Fall, resulting in over 510lbs of unwanted medication being disposed. The unit also partnered with the McCracken County Drug Court, which provides an alternative method for substance abusers who have entered the criminal justice system to achieve and maintain recovery.

In addition to these three main units, the Support Services Division also houses two specialized assignments within the department: the Digital Forensics Unit and the Polygraph Unit.

The Digital Forensics Unit (DFU), which was first formed in 2011, is the Paducah Police Department's response to the rise in the use of technology in crime. In 2019, the unit had 4 part-time examiners consisting of sworn personnel who perform this function in addition to their normal duties. While mobile phones are the most frequent items examined, the DFU has the capability to examine computers, tablets and other digital storage devices as well. The DFU not only analyzes digital evidence for the Paducah Police Department's cases, but also serviced over 11 state, local, and federal agencies. Led by Sgt. Justin Hodges, the unit examined more than 280 items among 161 cases in 2019.

Det. Nathan Jaimet was certified in 2019 as a Polygraph Examiner in Kentucky. To achieve this certification, Det. Jaimet had to complete over 400 hours of training and conduct multiple supervised polygraphs. In 2019, he performed 29 criminal polygraphs and 75 pre-employment polygraphs for the Paducah Police Department and other state and local agencies.



# E-911 DIVISION

In March of 2019, the former City of Paducah Emergency Communications Department was incorporated as a division of the Paducah Police Department. The E911 Communications Services Division serves as the primary Public Safety Answering Point (PSAP) for McCracken County, and services the Paducah Police Department, McCracken County Sheriff's Office, Paducah Fire Department, and multiple volunteer fire departments throughout McCracken County.

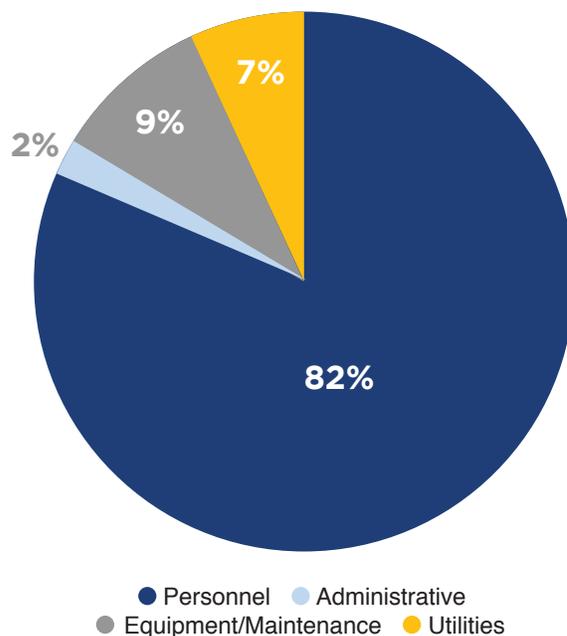
The Division is staffed by one manager, four supervisors, 14 telecommunicators, and one Terminal Agency Coordinator (TAC), and is staffed around the clock, every day of the week.

In 2019, the Division handled over 161,495 emergency and non-emergency calls and dispatched 92,179 calls for service. To put this in perspective, that is an average of nearly 18 ½ calls an hour and 10 ½ dispatches per hour.

One of the major accomplishments for the Division in 2019 was the implementation of a new Computer Aided Dispatch (CAD) program. Tyler Technologies' New World Software was selected to replace an outdated, command-line-style program that had been used since 2001. The



## E-911 Budget



new CAD integrates with the police and fire department's Records Management System (RMS) to provide an increased level of information sharing between divisions and departments. Additionally, the new software provides location-based dispatching capabilities, which is expected to decrease response times and increase the safety of first responders.

The E911 Division has nearly a \$2.1 million-dollar operating budget. Of this amount, 82% goes to personnel wages and benefits. The next largest categories are equipment and maintenance costs (9%) and utilities (7%).

Late in 2019, the Division received a new manager, Robyn Hood. Robyn brings with her in excess of 25 years of dispatching experience from the Austin, Texas area. Additionally, 4 new telecommunicators were hired in 2019- Tara Martin, McCall Buckingham, Auston Scutt, and Hillary Stephen. McCall, Auston, and Hillary successfully graduated from DOCJT's five week Public Safety Dispatch Academy, while Tara brought with her Telecommunicator certification from previous work experience.



Robyn Hood



Nicole Carter



Amber Spears



Allyson Tatman



Stephanie Goins



Courtney Quinn



Samantha Collins



Ashley Burrow



Taryn Reed



Ashleigh Puckett



Stacey Noland



Kimberly Genis



Hannah Abbott



Hillary Stephens



Auston Scutt



McCall Buckingham



Serena Taylor



Tara Martin



Laura Peery



Sarah Lambert





# OFFICE OF PROFESSIONAL STANDARDS

The Office of Professional Standards exists to ensure the Paducah Police Department continues to be a leader within the law enforcement community. The office is responsible for training, accreditation, internal affairs investigations, reviewing and maintaining use of force documentation, recruiting, and special events. In addition, the office is the point of contact for homeland security related issues and monitors all department grants.

## Training

The Paducah Police Department emphasizes quality training at all levels. Prior to attending the 20-week basic academy, officers receive in-house instruction on first aid, CPR, policy and procedure, emergency vehicle operations, and firearms use. When officers return from the academy and begin working in the community, they receive an additional 40 hours of training from the Department of Criminal Justice Training (DOCJT). At the Paducah Police Department, our officers receive training over and above that. In 2019, our officers received training in active shooter response, leadership, firearms, response to resistance, de-escalation of force, proper use of restraints, legal updates, less lethal options, use of Narcan, driving, mobile field force, officer wellness, defensive tactics, and policy updates.

We have learned that it is important to not only train our officers, but to evaluate the learning outcomes in exercises. In 2019, each officer participated in an active shooter response with multiple casualties. Officers also participated in larger scale exercises at West Kentucky Community and Technical College and with the Federal Emergency Management Agency.



## Accreditation

To meet the expectations of our community and to provide quality law enforcement services, the Paducah Police Department participates in the Kentucky Association of Chief's of Police (KACP) Law Enforcement Accreditation Program. This is a voluntary program that provides a format for independent review of policies, procedures and overall operations of the department. The Paducah Police Department received its fourth reaccreditation in July of 2019 at the KACP Conference held in Owensboro, Kentucky. Department staff worked tirelessly leading up to the evaluation to review and ensure compliance with the KACP recommended standards. As of January 2019, there are 173 standards outlined by the KACP accreditation program. Evaluators from the KACP reviewed forms, files and documents and conducted an onsite evaluation of the department's procedures related to the application of law, role



and authority, patrol, evidence, training, disciplinary procedures, federal and state regulations, liability issues and administration.

Being an accredited police department has several benefits. It gives the members of the department a sense of pride and accomplishment. They can be confident that the procedures they are following have been vetted and are excepted across the state as a best practice. Additionally, as an accredited body, insurance rates and the likelihood of being involved in litigation are greatly reduced.



## Internal Affairs

A crucial part of maintaining a professional department is providing a way for the community to voice concerns and complaints. The Office of Professional Standards conducts internal affairs investigations and reviews internal and external complaints. In 2019, there were 17 documented complaints. Ten were generated internally and seven came from sources outside of the agency. The internal complaints ranged from an Employee Improvement Notice (EIN) to termination of employment. A majority of the external complaints were unfounded allegations with one case resulting in a written reprimand.

## Response to Resistance

As part of the internal review process, the Office of Professional Standards houses and reviews the department's response to resistance reports. These reports document any force used by an officer above the level of normal handcuffing. This includes the pointing of a weapon and the use of less lethal options such as a taser, pepper spray, bean bag, or baton. It also documents the supervisor's determination regarding whether the force used was lawfully justifiable. In 2019, the Paducah Police Department responded to almost 50,000 calls for service and made 2,291 arrests. Force above normal handcuffing was used in just 49 encounters. These numbers are down from the previous year where there were 79 such encounters. Seventy-six percent of the use of force incidents consisted of attempting to restrain a resistant subject by forcing their hands behind their back to apply handcuffs. There was one K-9 utilization. In all of the 49 uses of force, no serious injuries occurred to the officer or the suspect. Sixty-three percent of the suspects were white and 76% were male.

## Recruiting

Recruiting well qualified applicants remains a priority with the police department. The department continues to work toward reaching groups of diverse backgrounds and to develop new strategies to attract candidates to the law enforcement field. We have begun to see success in this area within the past year. We hired 10 officers during that timeframe. Six of the ten were already certified officers. Being a certified officer allows the officer to start working in the community a lot faster than someone who has to attend the academy. Once a certified officer is hired, they begin our 16-week Police Training Officer (PTO) program. During that timeframe, they may work with four or more different senior officers who help the officers apply their knowledge of law to our policy and procedure. All of the six certified officers were from outside of the Western Kentucky regional area. The officers came from Texas, Oregon, North Carolina, Central Kentucky, and Missouri. We hope to continue our recruiting success within our local area and in other areas to replace those officers who have retired in recent months.

## Special Events

The City of Paducah hosts numerous special events occurring all throughout the year. Department staff recognizes the need for additional security measures at these concentrated mass gatherings. The Office of Professional Standards reviews and approves special event permits and develops operational plans that implement safety and security procedures for events that attract large crowds or by nature of the event, may raise a safety concern. It is our intent to mitigate potential harms by providing an overt and covert presence at these types of events as well as utilizing existing terrain and technology to act as a force multiplier. While attending an event within the City of Paducah you may notice an increased officer presence. What you may not see are the undercover officers and mobile cameras within the event areas. We also utilize our specialized units to conduct pre-event walkthroughs to identify suspicious packages or other potential issues. In 2019, it is estimated that over 115 permits were reviewed, 14 operational plans created, 546 officer hours and over 100 hours of Police Explorers and Volunteers In Police Service (VIPS) time was dedicated to special events.

## Homeland Security

The Office of Professional Standards serves as the point of contact for issues involving homeland security. The office houses the department's Intelligence Liaison Officer. This allows the department to share and receive intelligence information from the state homeland security fusion center. The office serves on the Local Emergency Planning Committee (LEPC) and the Area Maritime Security Committee (AMSC). Both of these committees consist of community stakeholders, who focus on issues related to safety and security of Paducah and McCracken County.

# SPECIALIZED UNITS

## K-9

Our K-9 teams are a vital resource to our community, as they do much more than just search for illegal drugs. They have the ability to track suspects in both urban and rural areas and search for items used in the commission of a crime, such as a knife thrown into tall grass. In 2019, they conducted 24 tracks and 7 article searches. Each K-9 also has the ability to locate someone hidden inside of building, along with protecting their handler if necessary. The K-9 teams also engage with the community through public K-9 demonstrations. During 2019, the teams performed 16 demonstrations with over 600 children and adults in attendance.

## Accident Reconstruction

The Accident Reconstruction Team responds to major collisions that result in serious injury or death. The team members have extensive training in physics and mathematics, and use specialized equipment to document and determine contributing factors that may have caused the collision. The team has also been utilized to assist detectives in documenting major crime scenes. The team was activated seven times in 2019.

## Bomb Squad

The Paducah Bomb Squad responded to 10 call-outs during 2019, which included explosive device recovery, suspicious packages and general assistance provided to other agencies. Community outreach initiatives and demonstrations were conducted throughout the year, including Paducah Housing Authority fun day robot demonstration, Heath Middle school robot demonstration, Citizens Police Academy, Leadership Paducah, and Youth Leadership Paducah. The bomb squad conducted an explosive demonstration for DHS-TSA and Barkley Airport personnel to show the effects of

various amounts of specific explosives. Members of the Paducah Bomb Squad attended various bomb squad specific trainings throughout the year. Some of those trainings included Advanced Explosive Demolition training, Home Made Explosive Training, Post-Blast Investigations, and Advanced Ordnance Recognition for Law Enforcement.

## CNT

The Crisis Negotiation Team's mission remains to be able to safely resolve critical incidents involving barricaded and suicidal persons, along with hostage situations. During 2019, the CNT was activated for a subject who was in crisis. After a lengthy standoff and negotiation, the subject exited his house and was taken into custody without incident.

The team was able to add two negotiators during the year, Sergeant Scheer and Officer Kimball. Sergeant Scheer attended the NTOA Basic Crisis Negotiators Course, and Officer Kimball is set to attend the same training in 2020. Throughout the year, CNT members continued to work with the Kentucky League of Cities and the Kentucky Association of Crisis Negotiators, as well as other Crisis Negotiators across the state.

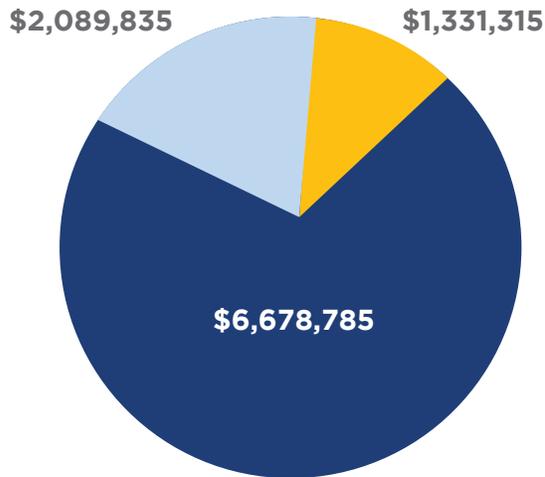
## SWAT

Special Weapons and Tactics (SWAT) are designated law enforcement teams, whose members are recruited, selected, trained, equipped and assigned to resolve critical incidents involving a threat to public safety, which would otherwise exceed the capabilities of traditional law enforcement first responders and/or investigative units. The Paducah Police Department's SWAT team consists of 12 officers. Their purpose is to increase the likelihood of safely resolving critical incidents. The SWAT team received over 200 hours of specialized training and was utilized twice in 2019.



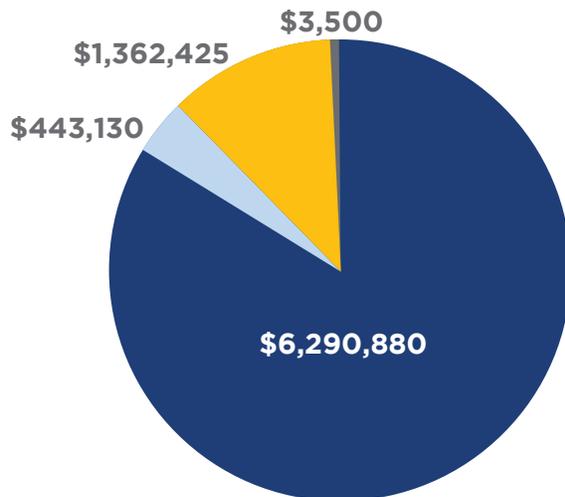
# BUDGET

## Budget By Division



● Operations Division ● Support Services Division ● Administrative Services

## Budgeted Expenses



● Personal Services ● Commodities ● Contactual Services ● Capital Outlay

**Grants** The Paducah Police Department actively seeks alternate funding sources. In 2019, we were awarded assistance from four different grant funding sources. We received \$6,752 in grant funding from the U.S. Department of Justice to purchase bulletproof vests. We received \$113,908.93 from the Kentucky Department of Homeland Security to purchase bomb suits and helmets. We received \$25,000 for highway safety overtime from the Kentucky Office of Highway Safety. We received \$11,816 for handheld radios from the U.S. Department of Justice.

The Paducah Police Department strives to be a good steward of the taxpayer's money. To that end, the department historically has returned a good portion of its budget to the city's coffers at the end of the fiscal year.

In Fiscal Year 2020, which began July 1, 2019, the police department's budget totals \$10.1 million. More than 80 percent of that budget (82 percent) is devoted to Personal Services, which includes salaries and benefits. Fourteen percent goes to fuel, equipment and supplies.

The police department has been forced to look for ways to reduce its budget elsewhere to accommodate ever-rising pension costs, which totaled approximately \$1.6 million in Fiscal Year 2018, \$1.85 million in Fiscal Year 2019, and an estimated \$2 million in the current fiscal year.

The vast majority of the budget funds the Operations Division, which is the largest division of the police department with 56 of the department's 78 full time employees. The Operations Division is home to the most visible of the department's employees, the uniformed police officers.

Support Services Division is made up of the Drug and General Investigations units, and the Records and Evidence units. The Chief, his assistant, the Office of Professional Standards, the Training Officer and the Community Resource Officer make up the Administrative Services Division.

# A NEW LOOK

The means used by police officers to go from call to call and move about the community hasn't changed all that much since the advent of the automobile. In 1899, the Akron Ohio Police Department started a new trend of using self-propelled electric wagons. This was the first of many "new looks" for what would become known as the "patrol unit."

Just as other police agencies throughout the world, the Paducah Police Department has had many "new looks" with the patrol vehicles we drive. Many times, these changes have been driven by safety, officer needs, vehicle reliability and the cost of the vehicle. Because of these factors, the department's patrol vehicle fleet often becomes a combination of different makes and models of cars.

In the 1970's the Ford LTD could be seen tooling around Paducah with an officer behind the wheel. This led to the era of the iconic Ford Crown Victoria, which was produced and used by a vast majority of agencies from 1992 through 2011. Ford's ending of the Crown Victoria production in 2011 brought about a move to the Dodge Charger and then the Ford Explorer.

Currently the agency is deploying the Dodge Durango as the primary patrol vehicle. Being ever mindful of the importance of being fiscally responsible, the Dodge Durango provided an opportunity for not only cost savings, but a chance to upfit a vehicle with the officer's safety and equipment ergonomics in mind.



# CAPTURING THE PAST FOR THE FUTURE

In 1829, Sir Robert Peel penned a paper containing what would come to be known as “The Nine Peelian Principles.”

Several of the principles point out that law enforcement is called to prevent crime and that legitimacy depends on public trust, which is maintained through fairness and by building relationships with all demographics of our community.

At the time, these principles were intended for the officers of the London Metropolitan Police Department. However, they have transcended time and are still guiding us today.

These principles, and the growing need to provide video documentation in investigations, led the Paducah Police Department to purchase 50 in-car video recording systems in 1998. This first set of cameras cost \$200,000 and came with a VCR/VHS recording system that was mounted in the trunk.

While some of these systems remained in use into 2009, the department took the next step in technology in 2007, when it began replacing the now aging VHS systems with a digital system by L3 Mobile Vision. These systems no longer required supervisors to replace VHS tapes on a weekly basis, as they uploaded via Wi-Fi at the police department.

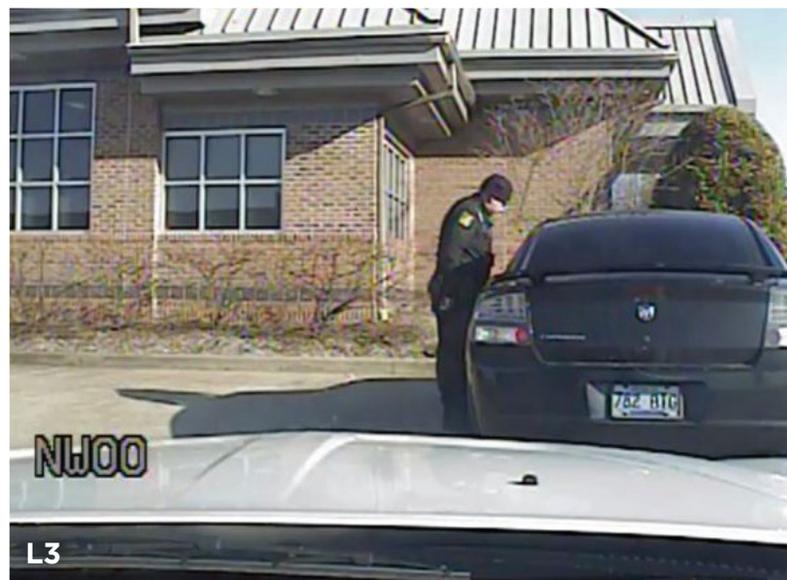
The L3 system did an excellent job assisting officers with capturing evidence and aided in courtroom prosecution, but it began to show its age and started failing the last few years. An assessment of the L3 system at the beginning of 2019 found the equipment was failing at an alarming rate and that it was time to look for a new in-car camera system.

After several months of research, looking for an alternative that would be both cost effective and provide long-term quality sustainability, the AXON in-car camera was chosen.

The Paducah Police Department had previously implemented a body-worn camera program through AXON in 2015. The new AXON in-car units link the body-worn camera to the in-car system and provides excellent video and audio recording capabilities.

All of the old L3 cameras will be replaced by the end of 2020.

The new in-car camera system will continue the Paducah Police Department’s tradition of providing the high level of professional service and transparency the citizens of Paducah have come to expect.



# LAW ENFORCEMENT EXPLORER POST 111

The Paducah Police Department's Law Enforcement Exploring Program, known as Explorer Post 111, is designed for young people, ages 14-20, who are interested in a policing career. Participants should have a strong desire to learn more about policing and be willing to make a serious commitment since the program meets regularly throughout the year.

Explorer Post 111 meets every Monday 6:00 – 9:00 p.m. at the police department. Each week they learn the basics of police work from patrol tactics to radio procedures and report writing. They work through classroom and practical exercises. The group participates in competitions in Lawrenceville, Georgia and in Gatlinburg, Tennessee. In 2019, they placed second in the land navigation competition.

In addition to learning more about law enforcement tactics and competing, the Explorers regularly help with local events. They have helped block intersections for the Lourdes Paducah Iron Mom Half Marathon, helped with the Halloween on Jefferson event, Christmas Cops and other events.



Many of our Citizen's Police Academy graduates go on to participate in our Volunteers in Police Service program or VIPS. VIPS program provides volunteers support staff to aid sworn and civilian personnel in the effective delivery of services to community. VIPS commonly help us during special events by manning our command post, offering directions, or directing traffic- tasks that do not require a sworn police officer. These volunteers dedicate their time to help support our mission.

In 2019, the Paducah Police Department VIPS clocked 1178 hours of service for the department and have 15 active members. Any citizen who is interested in VIPS should first apply to the CPA program.



# CITIZEN'S POLICE ACADEMY CLASS #24

The Citizen's Police Academy, which held its first class in March 2002, is designed to provide community members with a greater understanding of the Paducah Police Department and its operations. Through lectures and hands on experiences, the Citizen's Police Academy's goal is to make the course an informative and enjoyable experience for all those involved.

The Paducah Police Department conducts one fall session of the Citizen's Police Academy each year. This year's session was seven weeks long, with classes meeting from 6:00 p.m. to 8:00 p.m. on Tuesday evenings at the police department. The final session is a graduation ceremony, in which family and friends are welcome to attend and see the equipment and vehicles we use at the department.

Some of the topics covered during the classes are: department organization, traffic stops, DUI investigations, narcotic investigations, crime scene investigations, SWAT, Bomb Squad, and K-9. Additionally, participants are encouraged to schedule ride-a-longs with patrol officers over the course of the class. This helps the participant see first-hand what the job is like.

Interested candidates for the Citizen's Police Academy must meet certain criteria: Individuals 18 years or older who live, work, or attend school in Paducah, McCracken County or the surrounding areas are eligible to apply; all applicants are subject a criminal background check prior to acceptance. Enrollment is limited to approximately 25 students per session. There is no cost to apply or participate in the Citizen's Police Academy.





# COMMUNITY ENGAGEMENT

Community engagement is a top priority and 2019 had many accomplishments and successes. The Community Resource Officer, Gretchen Morgan, continues to develop and coordinate community outreach programs. She is also the liaison between the department and community.

Below highlights some of the many ways we engaged with our community. If you would like to host an event or have a need, please contact Community Resource Officer Gretchen Morgan at [gmorgan@paducahky.gov](mailto:gmorgan@paducahky.gov) or 270-444-8534.



- Presentations on bullying, dangers of social media, distracted driving, alcohol awareness, vaping and drug awareness at- Paducah Tilghman High School, Paducah Middle School, Clark Elementary School, McCracken County High School, Heath Middle School, Reidland Middle School, and Lone Oak Middle. These presentations gave us the opportunity to reach over 3,200 students.

- Safety presentations at- Paducah Day Nursery, McCaully Manor, Parkview Nursing Home, Jackson Purchase Electric, Easter Seals of Western Kentucky, McCracken County Public Library. Participation in these events allowed us to reach over 350 community members.



- We hosted multiple tours of the police department and demonstrations from the SWAT team, Bomb Squad, K-9 Units and criminal investigations. Over 900 members of the community were able to tour the department and see how our specialized units operate.

- We participated in the Kindergarten Rediness Fair at WKCTC, where over 350 students and parents attended.

- As part of our recruiting initiatives the department staffed a booth at the College and Career Fair at McCracken County High School and the WKY Launch Experience. More than 1600 local students were able to see what steps they need to take to have a career in law enforcement.



- We participated in sponsored safety fairs at Baptist Health, Reidland Middle School and Wacker Chemie AG.

- Officers partnered with Paducah City Schools Food Service to assist in delivering meals to families during the summer months. This program provides thousands of lunches to families throughout the summer months.

- Two Coffee With A Cop events were held at McDonald's and Etcetera Coffee reaching over 75 members of the community.

# PADUCAH MIDDLE SCHOOL

One of the Paducah Police Department's many goals for 2019 was to build relationships within the Paducah City Schools. While the D.A.R.E. program is in all of the elementary schools and we conduct outreach programs for the high school and middle school, we wanted to connect more.

Assistant Chief Anthony Copeland and Community Resource Officer Gretchen Morgan looked into curriculum-based programs that were being used across the nation. They also spoke with students and staff at both the high school and middle school to ask them what they would like to see in a program. Overwhelmingly, the students wanted officers to be there in non-emergency situations and to have the ability to get to know officers better in a more casual environment.

For school year 2019-2020, the department listened to the suggestions and has assigned an officer to be inside Paducah Middle School every Tuesday. The officer is there to visit with the students and staff through classroom visits, during class changes, during lunch, and any other opportunity that arises during the day.



## D.A.R.E.

The Paducah Police Department teaches the Drug Abuse Resistance Education (D.A.R.E.) program at all City elementary schools, as well as St. Mary Elementary School. Officer Gretchen

Morgan, Officer Jarrett Woodruff and Officer Ryan Hudson divide the responsibility of teaching the classes, which are provided primarily to fifth-grade students.

The D.A.R.E. program has been around since the mid-1980's and has undergone several major curriculum overhauls to stay current and relevant to the changing world. The current curriculum is 10 weeks of instruction focusing on good decision-making skills and ways to prevent, avoid or respond to situations that involve drugs, alcohol, bullying, or other dangerous situations. The D.A.R.E. program also provides supplemental lessons to kindergarten-4th grade, on personal safety and conflict resolution.

In 2019, 238 students graduated from the D.A.R.E program. We are thankful for the cooperation and partnership with both the Paducah City Schools and St. Mary School System, for allowing us the opportunity to make a difference in these young people's lives.

The D.A.R.E. program is supported financially by the Paducah Police Department. Teaching materials and rewards are purchased each year for students. If you are interested in contributing to the D.A.R.E. effort, contact Officer Gretchen Morgan for more information. She can be reached by email at: [gmorgan@paducahky.gov](mailto:gmorgan@paducahky.gov).





Paducah Police Department  
270.444.8548 • [www.paducahky.gov](http://www.paducahky.gov)